

Change in Employee Compensation (CEC) 20 Year Historical Comparison

Fiscal Year	Gen. Fund Expenditures	% Chg	Personnel Comm'n / DHR	CPI % Chg	CEC Funded
1990	\$784.5 M	12.2%	9.7%	4.8%	5.0%
1991	\$911.7 M	16.2%	7.5%	5.5%	5.5%
1992	\$996.2 M	9.3%	7.0%	3.2%	4.0%
1993	\$1025.9 M	3.0%	3.0%	3.1%	1.5%
1994	\$1098.4 M	7.1%	11.0%	2.6%	2.0%
1995	\$1268.1 M	15.5%	8.5%	2.9%	5.4%
1996	\$1337.5 M	5.5%	6.0%	2.7%	5.0%
1997	\$1,391.8 M	4.1%	4.6%	2.9%	3.0%
1998	\$1,446.4 M	3.9%	5.2%	1.8%	0.0%
1999	\$1,609.7 M	11.3%	7.7%	1.7%	5.0%
2000	\$1,679.8 M	4.4%	14.0%	2.9%	3.0%
2001	\$1,828.5 M	8.9%	0.0%	3.4%	3.5%
2002	\$1,979.5 M	8.3%	0.0%	1.8%	4.5%
2003	\$1,925.5 M	-2.7%	0.0%	2.2%	0.0%
2004	\$2,004.1 M	4.1%	1.0%	2.2%	0.0%
2005	\$2,082.1 M	3.9%	6.8%	3.0%	3.0%
2006	\$2,180.9 M	4.7%	6.7%	3.8%	1.0%
2007	\$2,571.3 M	17.9%	5.7%	2.6%	3.0%
2008	\$2,798.3 M	8.8%	5.8%	3.7%	5.0%
2009	\$2,959.3 M	5.8%	5.0%	N/A	3.0%
Ave. Annual Change		7.59%	5.76%	2.98%	3.12%

In FY 2007, S1263 provided an early ongoing 3% CEC beginning in February 2006 for 10 pay periods. H844 funded the CEC costs for the remaining 16 pay periods in FY2007 and \$5 million in targeted pay increases for specific job classes. For FY 2008, the Governor recommended and the Legislature funded, a 5% CEC that was prioritized first to "hard to recruit" positions, next to employees below a 90% compa-ratio, and the remainder allocated out to all employees who qualified for merit-based pay raises and did not meet the first two requirements. FY 2009 saw a 3% CEC with 1% across the board and the remaining 2% for merit based pay raises. Additionally, there was direction to use the CEC for those positions that are below 75% compa-ratio first.